



United States  
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## **What is the Natural Resources Conservation Service Policy on Sexual Harassment?**

It is the policy of the Natural Resources Conservation Service (NRCS) to uphold a system of personnel management that ensures high standards of honesty, integrity, impartiality, and conduct. Sexual harassment is misconduct that compromises these standards. It weakens the employment relationship, debilitates morale, and jeopardizes productivity. It may also undermine merit principles by rewarding or penalizing an employee on the basis of conduct that is not related to job performance.

Any NRCS employee who uses implicit or explicit coercive sexual behavior to control, influence, or otherwise affect the career, salary, or job of another individual is engaging in sexual harassment. Similarly, any NRCS employee who participates in deliberate or repeated unsolicited verbal comments, gestures, or physical contact of a sexual nature that are unwelcome or interfere with work productivity is engaging in sexual harassment. Finally, anyone who engages in any of the behaviors cited above while conducting business with NRCS is engaging in sexual harassment.

Sexual harassment will not be tolerated in NRCS. All reports of such behavior will be examined immediately and resolved swiftly, consistently, and fairly. Any NRCS employee who sexually harasses another individual while conducting NRCS business will be subject to disciplinary action.